

What is ADR?

Alternative Dispute Resolution (ADR) is an alternate avenue, in lieu of litigation or administrative proceedings, for resolving workplace issues alleging discrimination based on race, color, religion, sex, national origin, age, disability, or reprisal for prior EEO activity.

ADR is available to:

- ✓ Applicants
- ✓ Employees
- ✓ Former employees
- ✓ Managers and Supervisors

Benefits of using ADR:

- ❖ Confidential- no written record of the discussions are maintained.
- ❖ Mediators and participants keep the discussion confidential
- ❖ Opportunity for early resolution
- ❖ Improves working relationships and communications
- ❖ No determination of fault or blame
- ❖ Parties maintain considerable control over process and decide their own outcome
- ❖ Opportunity to provide a just and equitable outcome
- ❖ Restores productivity and mission effectiveness
- ❖ Less expensive

What happens during ADR:

A mediator, who is a trained neutral third party, facilitates a discussion between the aggrieved party and an appropriate management official. The mediator identifies the issues, parties can further explain their concerns, and options for resolution are discussed. Mediators do not have decision-making authority. All parties have the right to representation and to hold individual caucuses. When the parties reach a mutually agreeable resolution, the terms of the agreement are documented in writing. If resolution is not achieved during ADR the aggrieved party has the right to proceed in the traditional EEO complaint process. Neither party waives any rights by participating in mediation.





**Alternative Dispute Resolution
For Equal Employment Opportunity
Complaints
For more information
Contact the NETC HR Office**

(850) 452-3766
DSN (459-3766)
850-452-3034 Fax

**NETC HR Office
Building 628
250 Dallas Street
NAS Pensacola Florida 32508**



ADR Program Guidelines:

**SECNAVINST 5800.13
Alternative Dispute
Resolution**

**Administrative Dispute
Resolution Act of 1996**

**29 Code of Federal
Regulations 1614**

**DoD Directive 5145.5
Alternative Dispute
Resolution.**

**To learn more about ADR
please visit:
www.adr.navy.mil**

NAVY ALTERNATIVE DISPUTE RESOLUTION

